

- (b) the strength of the Civil Service by department and terms of appointment as at 1 April of 1997, 1998, 1999, 2000 and 2001 are set out in *Annexes B1 to B5*;
- (c) the strength of the Civil Service by salary group and terms of appointment as at 1 April of 1997, 1998, 1999, 2000 and 2001 are at *Annexes C1 to C5*;
- (d) the civil service emoluments in financial years 1997-98 to 2001-02 are at *Annex D*. The breakdown by department is available under Subheads 001, 002 and 007 of each Head of Expenditure as set out in the Estimates;
- (e) the number of NCSC staff by department as at 31 December 1999, 31 December 2000, and 31 December 2001 are at *Annex E*;
- (f) the number of full-time NCSC staff by salary range as at 31 December 1999, 31 December 2000 and 31 December 2001 are at *Annex F*; and
- (g) payment of salaries and gratuities to NCSC staff by department in calendar years 1999, 2000 and 2001 are at *Annex G*.

Signature _____

Name in block letters Joseph W P Wong

Post Title Secretary for the Civil Service

Date 23 March 2002

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Establishment of the Civil Service by Department as at 1.4.1997

Department	Establishment				
	Permanent Posts		Supernumerary Directorate Posts	Total	Percentage
	Directorate	Non-Directorate			
The Governor's Establishment	7	89	2	98	0.05%
Agriculture and Fisheries	7	2 397	0	2 404	1.25%
Architectural Services	38	2 051	3	2 092	1.09%
Audit	12	218	0	230	0.12%
Auxiliary Medical Services	1	86	0	87	0.05%
Buildings	27	726	1	754	0.39%
Census and Statistics	6	1 493	0	1 499	0.78%
Civil Aid Services	1	125	0	126	0.07%
Civil Aviation	20	792	1	813	0.42%
Civil Engineering	29	1 553	4	1 586	0.83%
Civil Service Training and Development Institute	3	157	0	160	0.08%
Companies Registry	6	396	0	402	0.21%
Correctional Services	9	7 566	1	7 576	3.95%
Customs and Excise	9	4 264	0	4 273	2.23%
Department of Health	54	6 634	1	6 689	3.49%
Drainage Services	19	1 904	0	1 923	1.00%
Education	22	6 562	0	6 584	3.43%
Electrical and Mechanical Services	21	5 547	1	5 569	2.90%
Environmental Protection	25	1 548	0	1 573	0.82%
Fire Services	14	8 282	0	8 296	4.32%
Government Flying Service	4	251	0	255	0.13%
Government Laboratory	5	334	0	339	0.18%
Government Land Transport Agency	1	199	0	200	0.10%
Government Property Agency	6	258	2	266	0.14%
G.S. : Broadcasting, Culture and Sport Branch	7	134	0	141	0.07%
G.S. : Civil Service Branch	16	317	2	335	0.17%
G.S. : Constitutional Affairs Branch	8	46	1	55	0.03%
G.S. : Economic Services Branch	11	75	2	88	0.05%
G.S. : Education and Manpower Branch	10	68	1	79	0.04%
G.S. : Finance Branch	18	190	1	209	0.11%
G.S. : Financial Services Branch	14	205	4	223	0.12%

Department	Establishment				
	Permanent Posts		Supernumera ry Directorate Posts	Total	Per- centage
	Directorate	Non- Directorate			
G.S. : Health and Welfare Branch	10	83	0	93	0.05%
G.S. : Home Affairs Branch	9	111	1	121	0.06%
G.S. : Housing Branch	6	30	0	36	0.02%
G.S. : Offices of the Chief Secretary and the Financial Secretary	21	433	0	454	0.24%
G.S. : Planning, Environment and Lands Branch & Works Branch	26	460	12	498	0.26%
G.S. : Security Branch	11	176	2	189	0.10%
G.S. : Trade and Industry Branch	33	149	2	184	0.10%
G.S. : Transport Branch	10	78	3	91	0.05%
Government Supplies	4	511	0	515	0.27%
Highways	18	1 914	16	1 948	1.02%
Home Affairs	27	1 800	0	1 827	0.95%
Hong Kong Monetary Authority	8	134	1	143	0.07%
Hospital Authority (On Secondment) ⁽¹⁾	22	6 442	0	6 464	3.37%
Hospital Services	1	57	0	58	0.03%
Housing	59	14 715	2	14 776	7.70%
Immigration	9	5 263	1	5 273	2.75%
Independent Police Complaints Council	1	23	0	24	0.01%
Industry	10	228	0	238	0.12%
Information Services	8	445	0	453	0.24%
Information Technology Services	14	803	0	817	0.43%
Inland Revenue	24	3 314	1	3 339	1.74%
Intellectual Property	7	158	0	165	0.09%
Judiciary ⁽²⁾	5	1 693	1	1 699	0.89%
Labour	11	1 585	1	1 597	0.83%
Land Registry	3	723	0	726	0.38%
Lands	45	3 535	4	3 584	1.87%
Legal	61	955	8	1 024	0.53%
Legal Aid	13	549	0	562	0.29%
Management Services Agency	5	107	1	113	0.06%

Department	Establishment				
	Permanent Posts		Supernumera ry Directorate Posts	Total	Per- centage
	Directorate	Non- Directorate			
Marine	21	1708	0	1729	0.90%
Office of the Ombudsman	4	70	0	74	0.04%
Office of the Telecommunications Authority	9	260	0	269	0.14%
Official Languages Agency	3	203	1	207	0.11%
Official Receiver's Office	8	244	0	252	0.13%
Planning	26	739	2	767	0.40%
Post Office	8	5 780	0	5 788	3.02%
Printing	2	448	0	450	0.23%
Public Service Commission	1	32	0	33	0.02%
Radio Television Hong Kong	7	678	0	685	0.36%
Rating and Valuation	14	960	1	975	0.51%
Regional Services	13	10 837	0	10 850	5.66%
Registration and Electoral Office	1	125	0	126	0.07%
Royal Hong Kong Police Force	81	33 786	0	33 867	17.66%
Royal Observatory	4	338	1	343	0.18%
Social Welfare	16	4 980	0	4 996	2.60%
Standing Commission on Civil Service Salaries and Conditions of Service	3	25	0	28	0.01%
Standing Committee on Disciplined Services Salaries and Conditions of Service	2	10	0	12	0.01%
Student Financial Assistance Agency	1	155	0	156	0.08%
Technical Education and Industrial Training	3	123	0	126	0.07%
Television and Entertainment Licensing Authority	3	175	0	178	0.09%
Territory Development	26	351	0	377	0.20%
Trade	9	807	0	816	0.43%
Transport	20	1 310	7	1 337	0.70%
Treasury	10	775	0	785	0.41%
University Grants Committee	3	38	0	41	0.02%
Urban Services	20	16 480	0	16500	8.60%
Water Supplies	23	6 060	3	6 086	3.17%
Others: Operational reserve	0	508	0	508	0.26%

Department	Establishment				
	Permanent Posts		Supernumera ry Directorate Posts	Total	Per- centage
	Directorate	Non- Directorate			
Total for all Departments (A)	1 252	188 946	98	190 296	99.20%
Independent Commission Against Corruption officers	14	1 233	0	1 247	0.65%
Judicial officers	160	11	0	171	0.09%
Locally Engaged Staff working in Hong Kong Economic and Trade Offices and other staff	0	110	0	110	0.06%
Total for Others (B)	174	1 354	0	1 528	0.80%
Grand Total (A) + (B)	1 426	190 300	98	191 824	100.00%

Notes:

- (1) Establishment figures for HA (Secondment) is assumed to be the same as the strength figures.
- (2) Exclude judicial officers

Civil Service Bureau
March 2002

Establishment of the Civil Service by Department as at 1.4.1998

Department	Establishment				
	Permanent Posts		Supernumera ry Directorate Posts	Total	Per- centage
	Directorate	Non- Directorate			
Chief Executive's Office	2	83	0	85	0.04%
Agriculture and Fisheries	7	2 408	0	2 415	1.24%
Architectural Services	39	1 996	1	2 036	1.05%
Audit Commission	12	218	0	230	0.12%
Auxiliary Medical Service	1	99	0	100	0.05%
Buildings	29	761	1	791	0.41%
Census and Statistics	6	1 493	0	1 499	0.77%
Civil Aid Service	1	119	0	120	0.06%
Civil Aviation	21	885	1	907	0.47%
Civil Engineering	29	1 536	3	1 568	0.81%
Civil Service Training and Development Institute	3	157	0	160	0.08%
Companies Registry	6	475	0	481	0.25%
Correctional Services	10	7 168	0	7178	3.70%
Customs and Excise	9	4 626	0	4 635	2.39%
Department of Health	56	6 858	1	6 915	3.56%
Department of Justice	65	1 023	9	1 097	0.57%
Drainage Services	19	2 033	0	2052	1.06%
Education	22	6 531	0	6 553	3.38%
Electrical and Mechanical Services	22	5 358	0	5 380	2.77%
Environmental Protection	30	1 598	0	1 628	0.84%
Fire Services	14	8 616	0	8 630	4.45%
Government Flying Service	4	253	0	257	0.13%
Government Laboratory	5	344	0	349	0.18%
Government Land Transport Agency	1	197	0	198	0.10%
Government Property Agency	7	258	0	265	0.14%
G.S. : Offices of the Chief Secretary for Administration and the Financial Secretary	23	399	5	427	0.22%
G.S. : Broadcasting, Culture and Sport Bureau	7	134	0	141	0.07%
G.S. : Civil Service Bureau	16	326	1	343	0.18%
G.S. : Constitutional Affairs Bureau	8	46	2	56	0.03%
G.S. : Economic Services Bureau	12	76	1	89	0.05%

Department	Establishment				
	Permanent Posts		Supernumera ry Directorate Posts	Total	Per- centage
	Directorate	Non- Directorate			
G.S. : Education and Manpower Bureau	12	84	2	98	0.05%
G.S. : Finance Bureau	18	186	0	204	0.11%
G.S. : Financial Services Bureau	14	206	4	224	0.12%
G.S. : Health and Welfare Bureau	13	85	1	99	0.05%
G.S. : Home Affairs Bureau	9	113	0	122	0.06%
G.S. : Housing Bureau	8	36	0	44	0.02%
G.S. : Planning, Environment and Lands Bureau & Works Bureau	26	420	10	456	0.24%
G.S. : Security Bureau	13	166	2	181	0.09%
G.S. : Trade and Industry Bureau	33	151	1	185	0.10%
G.S. : Transport Bureau	11	89	3	103	0.05%
Government Supplies	4	501	0	505	0.26%
Highways	19	1 936	15	1 970	1.02%
Home Affairs	27	1 825	0	1 852	0.95%
Hong Kong Monetary Authority	8	124	0	132	0.07%
Hong Kong Observatory	4	347	1	352	0.18%
Hospital Authority (On Secondment) ⁽¹⁾	20	5 911	0	5 931	3.06%
Hospital Services	1	57	0	58	0.03%
Housing	61	14 636	6	14 703	7.58%
Immigration	10	5 469	0	5 479	2.82%
Independent Police Complaints Council	1	25	0	26	0.01%
Industry	10	245	0	255	0.13%
Information Services	12	483	0	495	0.26%
Information Technology Services	15	878	1	894	0.46%
Inland Revenue	25	3 319	0	3 344	1.72%
Intellectual Property	7	152	0	159	0.08%
Judiciary ⁽²⁾	5	1 747	0	1 752	0.90%
Labour	12	1 720	1	1 733	0.89%
Land Registry	3	656	0	659	0.34%
Lands	45	3 585	7	3 637	1.87%
Legal Aid	14	583	0	597	0.31%

Department	Establishment				
	Permanent Posts		Supernumera ry Directorate Posts	Total	Per- centage
	Directorate	Non- Directorate			
Management Services Agency	5	122	1	128	0.07%
Marine	21	1 728	0	1 749	0.90%
Office of The Ombudsman	4	74	0	78	0.04%
Office of the Telecommunications Authority	9	279	0	288	0.15%
Official Languages Agency	3	212	1	216	0.11%
Official Receiver's Office	8	248	0	256	0.13%
Planning	26	748	2	776	0.40%
Post Office	10	5 937	1	5 948	3.07%
Hong Kong Police Force	77	34 368	0	34 445	17.75%
Printing	3	448	0	451	0.23%
Public Service Commission	1	32	0	33	0.02%
Radio Television Hong Kong	7	679	0	686	0.35%
Rating and Valuation	14	952	1	967	0.50%
Regional Services	13	11 174	0	11 187	5.77%
Registration and Electoral Office	1	414	0	415	0.21%
Social Welfare	16	5 152	0	5 168	2.66%
Standing Commission on Civil Service Salaries and Conditions of Service	3	25	0	28	0.01%
Standing Committee on Disciplined Services Salaries and Conditions of Service	2	10	0	12	0.01%
Student Financial Assistance Agency	1	183	0	184	0.09%
Technical Education and Industrial Training	3	118	0	121	0.06%
Television and Entertainment Licensing Authority	3	185	0	188	0.10%
Territory Development	26	350	0	376	0.19%
Trade	9	809	0	818	0.42%
Transport	22	1 333	5	1 360	0.70%
Treasury	11	768	0	779	0.40%

Department	Establishment				
	Permanent Posts		Supernumerary Directorate Posts	Total	Percentage
	Directorate	Non-Directorate			
University Grants Committee	3	38	0	41	0.02%
Urban Services	20	16 341	0	16 361	8.43%
Water Supplies	23	6 033	1	6 057	3.12%
Others: Operational reserve	0	508	0	508	0.26%
Total for all Departments (A)	1 290	191 077	91	192 458	99.19%
Independent Commission Against Corruption officers	14	1 276	0	1 290	0.66%
Judicial officers	166	11	1	178	0.09%
Locally engaged staff working in Hong Kong Economic and Trade Offices	0	111	0	111	0.06%
Total for Others (B)	180	1 398	1	1 579	0.81%
Grand Total (A) + (B)	1 470	192 475	92	194 037	100.00%

Notes:

- (1) Establishment figures for HA (Secondment) is assumed to be the same as the strength figures.
- (2) Exclude judicial officers

Civil Service Bureau
March 2002

Establishment of the Civil Service by Department as at 1.4.1999

Department	Establishment				
	Permanent Posts		Supernumerary Directorate Posts	Total	Percentage
	Directorate	Non-Directorate			
Chief Executive's Office	3	84	0	87	0.04%
Agriculture and Fisheries	7	2 416	0	2 423	1.23%
Architectural Services	39	2 023	2	2 064	1.05%
Audit Commission	12	219	0	231	0.12%
Auxiliary Medical Service	1	101	0	102	0.05%
Buildings	29	860	1	890	0.45%
Census and Statistics	7	1 548	0	1 555	0.79%
Civil Aid Service	1	125	0	126	0.06%
Civil Aviation	21	694	0	715	0.36%
Civil Engineering	30	1 602	3	1 635	0.83%
Civil Service Training and Development Institute	3	160	0	163	0.08%
Companies Registry	6	456	0	462	0.23%
Correctional Services	10	7 091	0	7 101	3.60%
Customs and Excise	9	5 199	0	5 208	2.64%
Department of Health	57	7 182	0	7 239	3.67%
Department of Justice	68	1 065	9	1 142	0.58%
Drainage Services	18	2 133	0	2 151	1.09%
Education	22	6 724	0	6 746	3.42%
Electrical and Mechanical Services	22	5 550	1	5 573	2.83%
Environmental Protection	30	1 618	0	1 648	0.84%
Fire Services	16	9 162	0	9 178	4.65%
Government Flying Service	4	253	0	257	0.13%
Government Laboratory	5	356	0	361	0.18%
Government Land Transport Agency	1	195	0	196	0.10%
Government Property Agency	7	285	0	292	0.15%
G.S. : Offices of the Chief Secretary for Administration and the Financial Secretary	23	428	5	456	0.23%
G.S. : Civil Service Bureau	16	332	1	349	0.18%
G.S. : Constitutional Affairs Bureau	8	46	2	56	0.03%
G.S. : Economic Services Bureau	15	78	1	94	0.05%
G.S. : Education and Manpower Bureau	13	88	1	102	0.05%
G.S. : Finance Bureau	18	188	0	206	0.10%
G.S. : Financial Services	15	216	6	237	0.12%

Department	Establishment				
	Permanent Posts		Supernumera ry Directorate Posts	Total	Per- centage
	Directorate	Non- Directorate			
Bureau					
G.S. : Health and Welfare Bureau	13	90	1	104	0.05%
G.S. : Home Affairs Bureau	12	203	0	215	0.11%
G.S. : Housing Bureau	10	42	0	52	0.03%
G.S. : Information Technology and Broadcasting Bureau	8	64	0	72	0.04%
G.S. : The Office of the Government of the Hong Kong Special Administrative Region in Beijing	3	17	0	20	0.01%
G.S. : Planning, Environment and Lands Bureau and Works Bureau	29	345	1	375	0.19%
G.S. : Security Bureau	13	158	2	173	0.09%
G.S. Trade and Industry Bureau	33	156	2	191	0.10%
G.S. : Transport Bureau	12	103	3	118	0.06%
Government Supplies	4	495	0	499	0.25%
Highways	27	2 038	6	2 071	1.05%
Home Affairs	27	1 872	0	1 899	0.96%
Hong Kong Monetary Authority (On Secondment)	8	97	0	105	0.05%
Hong Kong Observatory	4	331	1	336	0.17%
Hong Kong Police Force	77	34 853	0	34 930	17.71%
Hospital Authority (On Secondment) ⁽¹⁾	18	5 624	0	5 642	2.86%
Hospital Services	1	53	0	54	0.03%
Housing	61	14 336	6	14 403	7.30%
Immigration	10	5 687	0	5 697	2.89%
Independent Police Complaints Council	1	25	0	26	0.01%
Industry	10	254	0	264	0.13%
Information Services	11	490	0	501	0.25%
Information Technology Services	17	964	2	983	0.50%
Inland Revenue	25	3 327	0	3 352	1.70%
Intellectual Property	7	146	0	153	0.08%

Department	Establishment				
	Permanent Posts		Supernumera ry Directorate Posts	Total	Per- centage
	Directorate	Non- Directorate			
Judiciary ⁽²⁾	4	1 731	0	1735	0.88%
Labour	14	1 867	0	1 881	0.95%
Land Registry	3	640	0	643	0.33%
Lands	45	3 778	8	3 831	1.94%
Legal Aid	14	612	0	626	0.32%
Management Services Agency	5	104	1	110	0.06%
Marine	21	1 732	0	1 753	0.89%
Office of The Ombudsman	4	75	0	79	0.04%
Office of the Telecommunications Authority	9	280	0	289	0.15%
Official Languages Agency	3	225	0	228	0.12%
Official Receiver's Office	8	258	0	266	0.13%
Planning	27	813	2	842	0.43%
Post Office	10	5950	1	5 961	3.02%
Printing	3	448	0	451	0.23%
Public Service Commission	1	35	0	36	0.02%
Radio Television Hong Kong	7	687	0	694	0.35%
Rating and Valuation	14	959	1	974	0.49%
Regional Services	13	11 419	0	11 432	5.80%
Registration and Electoral Office	1	198	0	199	0.10%
Social Welfare	16	5 433	0	5 449	2.76%
Standing Commission on Civil Service Salaries and Conditions of Service	3	43	0	46	0.02%
Standing Committee on Disciplined Services Salaries and Conditions of Service	2	10	0	12	0.01%
Student Financial Assistance Agency	1	202	0	203	0.10%
Technical Education and Industrial Training	3	114	0	117	0.06%
Television and Entertainment Licensing Authority	3	190	0	193	0.10%
Territory Development	27	372	0	399	0.20%

Department	Establishment				
	Permanent Posts		Supernumera ry Directorate Posts	Total	Per- centage
	Directorate	Non- Directorate			
Trade	9	815	0	824	0.42%
Transport	24	1 374	2	1 400	0.71%
Treasury	11	769	0	780	0.40%
University Grants Committee	3	44	0	47	0.02%
Urban Services	20	16 230	0	16 250	8.24%
Water Supplies	23	6 047	0	6 070	3.08%
Others: Operational reserve	0	508	0	508	0.26%
Total for all Departments (A)	1 328	194 209	71	195 608	99.17%
Independent Commission Against Corruption officers	14	1 326	0	1 340	0.68%
Judicial officers	170	11	1	182	0.09%
Locally engaged staff working in Hong Kong Economic and Trade Offices	0	111	0	111	0.06%
Total for Others (B)	184	1 448	1	1 633	0.83%
Grand Total (A) + (B)	1 512	195 657	72	197 241	100.00%

Notes:

- (1) Establishment figures for HA (Secondment) is assumed to be the same as the strength figures.
- (2) Exclude judicial officers

Civil Service Bureau
March 2002

Establishment of the Civil Service by Departments as at 1.4.2000

Department	Establishment				
	Permanent Posts		Supernumerary Directorate Posts	Total	Percentage
	Directorate	Non-Directorate			
Chief Executive's Office	3	87	0	90	0.05%
Agriculture, Fisheries and Conservation	7	2 290	0	2 297	1.18%
Architectural Services	39	2 161	3	2 203	1.13%
Audit Commission	12	214	0	226	0.12%
Auxiliary Medical Service	1	101	0	102	0.05%
Buildings	30	846	0	876	0.45%
Census and Statistics	7	1 570	0	1 577	0.81%
Civil Aid Service	1	125	0	126	0.06%
Civil Aviation	20	701	0	721	0.37%
Civil Engineering	33	1 590	2	1 625	0.83%
Civil Service Training and Development Institute	3	166	0	169	0.09%
Companies Registry	6	404	0	410	0.21%
Correctional Services	10	7 150	0	7 160	3.67%
Customs and Excise	9	5 242	0	5 251	2.69%
Department of Health	56	6 912	0	6 968	3.57%
Department of Justice	70	1 099	5	1 174	0.60%
Drainage Services	18	2 163	0	2 181	1.12%
Education	25	6 737	1	6 763	3.46%
Electrical and Mechanical Services	22	5 595	1	5 618	2.88%
Environmental Protection	30	1 624	0	1 654	0.85%
Fire Services	18	9 299	0	9 317	4.77%
Food and Environmental Hygiene	13	16 494	1	16 508	8.46%
Government Flying Service	4	247	0	251	0.13%
Government Laboratory	6	360	0	366	0.19%
Government Land Transport Agency	1	195	0	196	0.10%
Government Property Agency	7	274	0	281	0.14%
G.S. : Offices of the Chief Secretary for Administration and the Financial Secretary	23	435	6	464	0.24%
G.S. : Civil Service Bureau	16	341	3	360	0.18%
G.S. : Constitutional Affairs Bureau	8	46	0	54	0.03%
G.S. : Economic Services Bureau	14	78	1	93	0.05%

Department	Establishment				
	Permanent Posts		Supernumera ry Directorate Posts	Total	Per- centage
	Directorate	Non- Directorate			
G.S. : Education and Manpower Bureau	13	91	0	104	0.05%
G.S. : Environment and Food Bureau	10	62	0	72	0.04%
G.S. : Finance Bureau	18	179	0	197	0.10%
G.S. : Financial Services Bureau	15	172	2	189	0.10%
G.S. : Health and Welfare Bureau	13	94	0	107	0.05%
G.S. : Home Affairs Bureau	13	188	0	201	0.10%
G.S. : Housing Bureau	10	48	0	58	0.03%
G.S. : Information Technology and Broadcasting Bureau	8	74	2	84	0.04%
G.S.: The Office of the Government of the Hong Kong Special Administrative Region in Beijing	3	17	0	20	0.01%
G.S. : Planning and Lands Bureau & Works Bureau	25	294	3	322	0.16%
G.S. : Security Bureau	13	157	2	172	0.09%
G.S. : Trade and Industry Bureau	33	157	2	192	0.10%
G.S. : Transport Bureau	12	107	3	122	0.06%
Government Supplies	4	480	0	484	0.25%
Highways	27	2 080	7	2 114	1.08%
Home Affairs	27	1 896	0	1 923	0.99%
Hong Kong Monetary Authority (on secondment)	8	92	0	100	0.05%
Hong Kong Observatory	4	329	1	334	0.17%
Hong Kong Police Force	77	34 962	0	35 039	17.95%
Hospital Authority (On Secondment) ⁽¹⁾	18	5 376	0	5 394	2.76%
Housing	61	14 031	6	14 098	7.22%
Immigration	11	5 702	0	5 713	2.93%
Independent Police Complaints Council	1	25	0	26	0.01%
Industry	10	247	0	257	0.13%
Information Services	11	499	0	510	0.26%
Information Technology Services	17	943	2	962	0.49%

Department	Establishment				
	Permanent Posts		Supernumera ry Directorate Posts	Total	Per- centage
	Directorate	Non- Directorate			
Inland Revenue	25	3 331	0	3 356	1.72%
Intellectual Property	7	145	0	152	0.08%
Judiciary ⁽²⁾	5	1 740	0	1 745	0.89%
Labour	14	1 914	0	1 928	0.99%
Land Registry	3	588	2	593	0.30%
Lands	45	3 715	7	3 767	1.93%
Legal Aid	14	603	0	617	0.32%
Leisure and Cultural Services	10	9 766	2	9 778	5.01%
Management Services Agency	5	89	0	94	0.05%
Marine	21	1 689	0	1 710	0.88%
Office of The Ombudsman	4	75	0	79	0.04%
Office of the Telecommunications Authority	9	272	0	281	0.14%
Official Languages Agency	3	221	0	224	0.11%
Official Receiver's Office	8	259	0	267	0.14%
Planning	27	818	2	847	0.43%
Post Office	10	5 875	1	5 886	3.01%
Printing	3	443	0	446	0.23%
Public Service Commission	1	35	0	36	0.02%
Radio Television Hong Kong	7	682	0	689	0.35%
Rating and Valuation	14	961	1	976	0.50%
Registration and Electoral Office	1	237	0	238	0.12%
Social Welfare	17	5 627	0	5 644	2.89%
Standing Commission on Civil Service Salaries and Conditions of Service	3	27	0	30	0.02%
Standing Committee on Disciplined Services Salaries and Conditions of Service	2	10	0	12	0.01%
Student Financial Assistance Agency	1	205	0	206	0.11%
Television and Entertainment Licensing Authority	3	188	0	191	0.10%
Territory Development	27	372	0	399	0.20%
Trade	9	762	0	771	0.39%

Department	Establishment				
	Permanent Posts		Supernumera ry Directorate Posts	Total	Per- centage
	Directorate	Non- Directorate			
Transport	24	1 354	1	1 379	0.71%
Treasury	11	732	0	743	0.38%
University Grants Committee	3	44	0	47	0.02%
Water Supplies	23	6 039	0	6 062	3.11%
Others: Operational reserve	0	521	0	521	0.27%
Total for all Departments (A)	1 333	192 187	69	193 589	99.16%
Independent Commission Against Corruption officers	14	1 328	0	1 342	0.69%
Judicial Officers	170	11	1	182	0.09%
Locally Engaged Staff Working in Hong Kong Economic and Trade Offices	0	113	0	113	0.06%
Total for Others (B)	184	1 452	1	1 637	0.83%
Grand Total (A) + (B)	1 517	193 639	70	195 226	100.00%

Notes:

- (1) Establishment figures for HA (Secondment) is assumed to be the same as the strength figures.
- (2) Exclude judicial officers

Civil Service Bureau
March 2002

Establishment of the Civil Service by Departments as at 1.4.2001

Department	Establishment				
	Permanent Posts		Supernumera ry Directorate Posts	Total	Per- centage
	Directorate	Non- Directorate			
Chief Executive's Office	3	84	0	87	0.05%
Agriculture and Fisheries and Conservation	7	2 195	0	2 202	1.18%
Architectural Services	39	2 117	3	2 159	1.15%
Audit Commission	12	197	0	209	0.11%
Auxiliary Medical Service	1	100	0	101	0.05%
Buildings	30	884	0	914	0.49%
Census and Statistics	7	1 530	0	1 537	0.82%
Civil Aid Service	1	121	0	122	0.07%
Civil Aviation	20	688	0	708	0.38%
Civil Engineering	33	1 526	2	1 561	0.83%
Civil Service Training and Development Institute	3	161	0	164	0.09%
Companies Registry	6	370	1	377	0.20%
Correctional Services	10	6 991	0	7 001	3.74%
Customs and Excise	9	5 372	1	5 382	2.87%
Department of Health	58	6 647	0	6 705	3.58%
Department of Justice	72	1 064	2	1 138	0.61%
Drainage Services	18	2 082	0	2 100	1.12%
Education	25	6 288	1	6 314	3.37%
Electrical and Mechanical Services	23	4 973	1	4 997	2.67%
Environmental Protection	30	1 616	0	1 646	0.88%
Fire Services	18	9 313	0	9 331	4.98%
Food and Environmental Hygiene	13	15 304	1	15 318	8.18%
Government Flying Service	4	242	0	246	0.13%
Government Laboratory	7	360	0	367	0.20%
Government Land Transport Agency	1	167	0	168	0.09%
Government Property Agency	7	253	0	260	0.14%
G.S. : Offices of the Chief Secretary for Administration and the Financial Secretary	24	388	1	413	0.22%
G.S. : Civil Service Bureau	17	351	2	370	0.20%
G.S. : Commerce and Industry Bureau (CIB)	33	168	1	202	0.11%

Department	Establishment				
	Permanent Posts		Supernumera ry Directorate Posts	Total	Per- centage
	Directorate	Non- Directorate			
G.S. : Innovation and Technology Commission (within CIB)	8	188	2	198	0.11%
G.S. : Constitutional Affairs Bureau	8	40	0	48	0.03%
G.S. : Economic Services Bureau	16	97	1	114	0.06%
G.S. : Education and Manpower Bureau	13	94	1	108	0.06%
G.S. : Environmental and Food Bureau	10	68	1	79	0.04%
G.S. : Finance Bureau	18	171	1	190	0.10%
G.S. : Financial Services Bureau	16	166	0	182	0.10%
G.S. : Health and Welfare Bureau	15	99	0	114	0.06%
G.S. : Home Affairs Bureau	13	165	0	178	0.09%
G.S. : Housing Bureau	10	48	0	58	0.03%
G.S. : Information Technology and Broadcasting Bureau	8	72	2	82	0.04%
G.S. : The Office of the Government of the Hong Kong Special Administrative Region in Beijing	3	17	0	20	0.01%
G.S. : Planning and Lands Bureau and Works Bureau	25	237	3	265	0.14%
G.S. : Transport Bureau	15	105	0	120	0.06%
G.S. : Security Bureau	13	147	2	162	0.09%
Government Supplies	4	435	0	439	0.23%
Highways	29	1 954	6	1 989	1.06%
Home Affairs	27	1 874	0	1 901	1.01%
Hong Kong Monetary Authority (On Secondment)	8	88	0	96	0.05%
Hong Kong Observatory	5	325	0	330	0.18%
Hong Kong Police Force	77	34 496	0	34 573	18.45%
Hospital Authority (On Secondment) ⁽¹⁾	17	4 888	0	4 905	2.62%
Housing	61	12 592	6	12 659	6.76%

Department	Establishment				
	Permanent Posts		Supernumera ry Directorate Posts	Total	Per- centage
	Directorate	Non- Directorate			
Immigration	11	5 618	1	5 630	3.00%
Independent Police Complaints Council	1	25	0	26	0.01%
Information Services	11	491	0	502	0.27%
Information Technology Services	17	879	0	896	0.48%
Inland Revenue	25	3 310	1	3 336	1.78%
Intellectual Property	7	140	0	147	0.08%
Invest Hong Kong	2	39	1	42	0.02%
Judiciary ⁽²⁾	5	1 678	0	1 683	0.90%
Labour	14	1 853	0	1 867	1.00%
Land Registry	3	565	2	570	0.30%
Lands	46	3 612	6	3 664	1.96%
Legal Aid	14	577	1	592	0.32%
Leisure and Cultural Services	10	9 180	2	9 192	4.91%
Management Services Agency	5	89	0	94	0.05%
Marine	21	1 635	0	1 656	0.88%
Office of The Ombudsman	4	74	0	78	0.04%
Office of the Telecommunications Authority	9	263	0	272	0.15%
Official Languages Agency	3	225	0	228	0.12%
Official Receiver's Office	8	249	1	258	0.14%
Planning	27	813	2	842	0.45%
Post Office	11	5 765	0	5 776	3.08%
Printing	3	398	0	401	0.21%
Public Service Commission	1	32	0	33	0.02%
Radio Television Hong Kong	7	662	0	669	0.36%
Rating and Valuation	14	939	1	954	0.51%
Registration and Electoral Office	1	121	0	122	0.07%
Social Welfare	17	5 309	0	5 326	2.84%
Standing Commission on Civil Service Salaries and Conditions of Service	3	20	0	23	0.01%

Department	Establishment				
	Permanent Posts		Supernumera ry Directorate Posts	Total	Per- centage
	Directorate	Non- Directorate			
Standing Committee on Disciplined Services Salaries and Conditions of Service	2	10	0	12	0.01%
Student Financial Assistance Agency	1	228	0	229	0.12%
Television and Entertainment Licensing Authority	3	189	0	192	0.10%
Territory Development	27	356	0	383	0.20%
Trade and Industry	10	746	0	756	0.40%
Transport	24	1 325	1	1 350	0.72%
Treasury	10	717	0	727	0.39%
University Grants Committee	3	44	0	47	0.03%
Water Supplies	23	5 665	0	5 688	3.04%
Others: Operational and central reserves	0	588	0	588	0.31%
Total for all Departments (A)	1 353	184 347	60	185 760	99.14%
Independent Commission Against Corruption officers	14	1 307	0	1 321	0.71%
Judicial officers	170	11	1	182	0.10%
Locally Engaged Staff working in Hong Kong Economic and Trade Offices	0	112	0	112	0.06%
Total for Others (B)	184	1 430	1	1 615	0.86%
Grand Total (A) + (B)	1 537	185 777	61	187 375	100.00%

Notes:

- (1) Establishment figures for HA (Secondment) is assumed to be the same as the strength figures.
- (2) Exclude judicial officers

Civil Service Bureau
March 2002

Strength of the Civil Service by Department as at 1.4.1997

Department	Strength ⁽¹⁾				
	Pensionable ⁽²⁾	Agreement ⁽³⁾	Others ⁽⁴⁾	Total	Per-centage
The Governor's Establishment	60	28	1	89	0.05%
Agriculture and Fisheries	1 510	11	757	2 278	1.22%
Architectural Services	1 825	47	35	1 907	1.03%
Audit	219	1	1	221	0.12%
Auxiliary Medical Services	60	0	26	86	0.05%
Buildings	721	14	11	746	0.40%
Census and Statistics	1 404	1	74	1 479	0.80%
Civil Aid Services	94	0	30	124	0.07%
Civil Aviation	630	83	25	738	0.40%
Civil Engineering	1 244	152	81	1 477	0.79%
Civil Service Training and Development Institute	140	3	4	147	0.08%
Companies Registry	365	2	3	370	0.20%
Correctional Services	6 995	1	306	7 302	3.93%
Customs and Excise	4 113	3	135	4 251	2.29%
Department of Health	5 045	100	1 351	6 496	3.49%
Drainage Services	1 493	17	361	1 871	1.01%
Education	5 234	149	884	6 267	3.37%
Electrical and Mechanical Services	4 375	6	640	5 021	2.70%
Environmental Protection	1 463	43	44	1 550	0.83%
Fire Services	7 912	0	345	8 257	4.44%
Government Flying Service	218	17	14	249	0.13%
Government Laboratory	316	0	21	337	0.18%
Government Land Transport Agency	189	1	7	197	0.11%
Government Property Agency	196	4	44	244	0.13%
G.S. : Broadcasting, Culture and Sport Branch	133	1	6	140	0.08%
G.S. : Civil Service Branch	336	1	0	337	0.18%
G.S. : Constitutional Affairs Branch	56	0	0	56	0.03%
G.S. : Economic Services Branch	87	2	0	89	0.05%
G.S. : Education and Manpower Branch	80	0	0	80	0.04%
G.S. : Finance Branch	205	0	4	209	0.11%
G.S. : Financial Services Branch	209	4	0	213	0.11%
G.S. : Health and Welfare Branch	96	0	0	96	0.05%
G.S. : Home Affairs Branch	119	0	1	120	0.06%

Department	Strength ⁽¹⁾				Per-centage
	Pensionable ⁽²⁾	Agreement ⁽³⁾	Others ⁽⁴⁾	Total	
G.S. : Housing Branch	39	0	0	39	0.02%
G.S. : Offices of the Chief Secretary and the Financial Secretary	336	18	100	454	0.24%
G.S. : Planning, Environment and Lands Branch & Works Branch	449	21	29	499	0.27%
G.S. : Security Branch	188	0	4	192	0.10%
G.S. : Trade and Industry Branch	158	9	3	170	0.09%
G.S. : Transport Branch	90	1	0	91	0.05%
Government Supplies	370	0	97	467	0.25%
Highways	1 696	27	102	1 825	0.98%
Home Affairs	1 702	7	100	1 809	0.97%
Hong Kong Monetary Authority	101	0	0	101	0.05%
Hospital Authority (On Secondment) ⁽⁵⁾	3 963	2	2 499	6 464	3.48%
Hospital Services	59	0	0	59	0.03%
Housing	12 498	103	1 356	13 957	7.51%
Immigration	5 193	3	131	5 327	2.86%
Independent Police Complaints Council	25	0	0	25	0.01%
Industry	218	6	9	233	0.13%
Information Services	445	5	20	470	0.25%
Information Technology Services	777	1	9	787	0.42%
Inland Revenue	3 311	10	16	3 337	1.79%
Intellectual Property	154	4	0	158	0.08%
Judiciary ⁽⁶⁾	1 516	15	114	1 645	0.88%
Labour	1 522	2	22	1 546	0.83%
Land Registry	679	2	9	690	0.37%
Lands	3 219	94	144	3 457	1.86%
Legal	844	130	4	978	0.53%
Legal Aid	515	18	25	558	0.30%
Management Services Agency	100	1	0	101	0.05%
Marine	1 559	16	81	1 656	0.89%
Office of the Ombudsman	72	1	0	73	0.04%
Office of the Telecommunications Authority	252	1	5	258	0.14%
Official Languages Agency	204	0	0	204	0.11%

Department	Strength ⁽¹⁾				
	Pensionable ⁽²⁾	Agreement ⁽³⁾	Others ⁽⁴⁾	Total	Per-centage
Official Receiver's Office	248	4	1	253	0.14%
Planning	693	26	24	743	0.40%
Post Office	5 677	6	26	5 709	3.07%
Printing	307	2	133	442	0.24%
Public Service Commission	33	0	0	33	0.02%
Radio Television Hong Kong	391	133	23	547	0.29%
Rating and Valuation	899	16	15	930	0.50%
Regional Services	4 712	28	5 665	10 405	5.60%
Registration and Electoral Office	114	0	3	117	0.06%
Royal Hong Kong Police Force	30 373	2 011	1 271	33 655	18.10%
Royal Observatory	308	0	20	328	0.18%
Social Welfare	4 470	3	445	4 918	2.64%
Standing Commission on Civil Service Salaries and Conditions of Service	26	0	0	26	0.01%
Standing Committee on Disciplined Services Salaries and Conditions of Service	11	0	0	11	0.01%
Student Financial Assistance Agency	159	0	1	160	0.09%
Technical Education and Industrial Training	110	0	16	126	0.07%
Television and Entertainment Licensing Authority	123	47	3	173	0.09%
Territory Development	346	13	11	370	0.20%
Trade	789	1	19	809	0.44%
Transport	1 236	13	63	1 312	0.71%
Treasury	741	2	23	766	0.41%
University Grants Committee	41	0	0	41	0.02%
Urban Services	8 983	27	6 572	15 582	8.38%
Water Supplies	4 831	18	1 051	5 900	3.17%
Others: Operational and central Reserves	450	4	1	455	0.24%
Total for all Departments (A)	155 467	3 542	25 476	184 485	99.21%
Independent Commission Against Corruption officers	Not Available			1 219	0.66%
Judicial officers				154	0.08%
Locally Engaged Staff working in Hong Kong Economic and Trade Offices and other staff				107	0.05%

Department	Strength ⁽¹⁾			Total	Per-centage
	Pensionable ⁽²⁾	Agreement ⁽³⁾	Others ⁽⁴⁾		
Total for Others (B)				1 480	0.79%
Grand Total (A) + (B)	-	-	-	185 965	100.0%

Notes:

- (1) The strength of each department includes officers on pre-retirement leave, pre-resignation leave, terminal leave, or training attachments filling temporary supernumerary posts. The creation of supernumerary posts for accommodating these officers is subject to NAMS control (for non-directorate ranks) or the delegated authority (for directorate ranks) as approved by the Finance Committee.
- (2) Include probationers on pensionable terms.
- (3) Include agreement terms and re-employed on agreement terms.
- (4) Include month-to-month terms, re-employed on month-to-month terms and day-to-day terms.
- (5) Establishment figures for HA (Secondment) is assumed to be the same as the strength figures.
- (6) Exclude judicial officers

Civil Service Bureau
 March 2002

Strength of the Civil Service by Department as at 1.4.1998

Department	Strength ⁽¹⁾				
	Pensionable ⁽²⁾	Agreement ⁽³⁾	Others ⁽⁴⁾	Total	Per-centage
Chief Executive's Office	76	6	0	82	0.04%
Agriculture and Fisheries	1 507	10	735	2 252	1.20%
Architectural Services	1 836	40	33	1 909	1.02%
Audit Commission	216	2	1	219	0.12%
Auxiliary Medical Service	72	0	26	98	0.05%
Buildings	755	12	10	777	0.41%
Census and Statistics	1 453	2	26	1 481	0.79%
Civil Aid Service	93	0	30	123	0.07%
Civil Aviation	651	117	23	791	0.42%
Civil Engineering	1 258	151	80	1 489	0.79%
Civil Service Training and Development Institute	138	2	1	141	0.08%
Companies Registry	379	1	5	385	0.21%
Correctional Services	6 835	3	213	7 051	3.76%
Customs and Excise	4 522	3	63	4 588	2.45%
Department of Health	5 281	77	1 344	6 702	3.57%
Department of Justice	780	126	126	1 032	0.55%
Drainage Services	1 606	25	351	1 982	1.06%
Education	5 285	159	873	6 317	3.37%
Electrical and Mechanical Services	4 181	54	554	4 789	2.55%
Environmental Protection	1 533	35	45	1 613	0.86%
Fire Services	8 156	0	382	8 538	4.55%
Government Flying Service	222	12	14	248	0.13%
Government Laboratory	336	0	10	346	0.18%
Government Land Transport Agency	185	1	8	194	0.10%
Government Property Agency	206	5	39	250	0.13%
G.S. : Offices of the Chief Secretary for Administration and the Financial Secretary	305	3	99	407	0.22%
G.S. : Broadcasting, Culture and Sport Bureau	131	1	5	137	0.07%
G.S. : Civil Service Bureau	339	1	0	340	0.18%
G.S. : Constitutional Affairs Bureau	56	0	0	56	0.03%
G.S. : Economic Services Bureau	88	1	0	89	0.05%
G.S. : Education and Manpower Bureau	99	0	0	99	0.05%

Department	Strength ⁽¹⁾				
	Pensionable ⁽²⁾	Agreement ⁽³⁾	Others ⁽⁴⁾	Total	Per-centage
G.S. : Finance Bureau	195	0	5	200	0.11%
G.S. : Financial Services Bureau	208	3	0	211	0.11%
G.S. : Health and Welfare Bureau	99	0	0	99	0.05%
G.S. : Home Affairs Bureau	117	0	1	118	0.06%
G.S. : Housing Bureau	44	0	0	44	0.02%
G.S. : Planning, Environment and Lands Bureau & Works Bureau	406	11	29	446	0.24%
G.S. : Security Bureau	176	0	2	178	0.09%
G.S. : Trade and Industry Bureau	163	10	2	175	0.09%
G.S. : Transport Bureau	104	0	0	104	0.06%
Government Supplies	365	0	102	467	0.25%
Highways	1 732	23	92	1 847	0.98%
Home Affairs	1 717	9	94	1 820	0.97%
Hong Kong Monetary Authority	75	0	0	75	0.04%
Hong Kong Observatory	310	1	23	334	0.18%
Hospital Authority (On Secondment) ⁽⁵⁾	3 713	2	2 216	5 931	3.16%
Hospital Services	57	0	0	57	0.03%
Housing	12 646	84	1 287	14 017	7.47%
Immigration	5 265	4	186	5 455	2.91%
Independent Police Complaints Council	24	0	0	24	0.01%
Industry	234	8	9	251	0.13%
Information Services	453	5	18	476	0.25%
Information Technology Services	825	0	10	835	0.45%
Inland Revenue	3 277	10	22	3 309	1.76%
Intellectual Property	154	2	0	156	0.08%
Judiciary ⁽⁶⁾	1 561	14	117	1 692	0.90%
Labour	1 657	5	35	1 697	0.90%
Land Registry	625	2	9	636	0.34%
Lands	3 199	175	137	3 511	1.87%
Legal Aid	556	16	27	599	0.32%
Management Services Agency	112	1	2	115	0.06%
Marine	1 559	12	79	1 650	0.88%
Office of The Ombudsman	74	1	0	75	0.04%
Office of the	271	1	5	277	0.15%

Department	Strength ⁽¹⁾				
	Pensionable ⁽²⁾	Agreement ⁽³⁾	Others ⁽⁴⁾	Total	Per-centage
Telecommunications Authority					
Official Languages Agency	214	0	0	214	0.11%
Official Receiver's Office	244	4	0	248	0.13%
Planning	715	33	16	764	0.41%
Post Office	5 870	8	23	5 901	3.15%
Hong Kong Police Force	30 603	2 014	1 249	33 866	18.05%
Printing	309	1	132	442	0.24%
Public Service Commission	33	0	0	33	0.02%
Radio Television Hong Kong	396	136	17	549	0.29%
Rating and Valuation	920	10	18	948	0.51%
Regional Services	4 990	25	5 610	10 625	5.66%
Registration and Electoral Office	271	1	3	275	0.15%
Social Welfare	4 634	8	446	5 088	2.71%
Standing Commission on Civil Service Salaries and Conditions of Service	26	0	0	26	0.01%
Standing Committee on Disciplined Services Salaries and Conditions of Service	12	0	0	12	0.01%
Student Financial Assistance Agency	190	0	1	191	0.10%
Technical Education and Industrial Training	106	0	15	121	0.06%
Television and Entertainment Licensing Authority	133	47	3	183	0.10%
Territory Development	346	13	11	370	0.20%
Trade	762	3	21	786	0.42%
Transport	1 254	11	54	1 319	0.70%
Treasury	723	2	23	748	0.40%
University Grants Committee	41	0	0	41	0.02%
Urban Services	9 017	26	6 605	15 648	8.34%
Water Supplies	4 830	17	988	5 835	3.11%
Others: Operational and central Reserves	421	2	0	423	0.23%
Total for all Departments (A)	157 613	3 609	24 840	186 062	99.19%

Department	Strength ⁽¹⁾			Total	Per-centage
	Pensionable ⁽²⁾	Agreement ⁽³⁾	Others ⁽⁴⁾		
Independent Commission Against Corruption officers	Not Available			1 258	0.67%
Judicial officers				151	0.08%
Locally engaged staff working in Hong Kong Economic and Trade Offices				101	0.05%
Total for Others (B)				1 510	0.81%
Grand Total (A) + (B)	-	-	-	187 572	100.0%

Notes:

- (1) The strength of each department includes officers on pre-retirement leave, pre-resignation leave, terminal leave, or training attachments filling temporary supernumerary posts. The creation of supernumerary posts for accommodating these officers is subject to NAMS control (for non-directorate ranks) or the delegated authority (for directorate ranks) as approved by the Finance Committee.
- (2) Include probationers on pensionable terms.
- (3) Include agreement terms and re-employed on agreement terms.
- (4) Include month-to-month terms, re-employed on month-to-month terms and day-to-day terms.
- (5) Establishment figures for HA (Secondment) is assumed to be the same as the strength figures.
- (6) Exclude judicial officers

Civil Service Bureau
March 2002

Strength of the Civil Service by Department as at 1.4.1999

Department	Strength ⁽¹⁾				
	Pensionable ⁽²⁾	Agreement ⁽³⁾	Others ⁽⁴⁾	Total	Per-centage
Chief Executive's Office	81	3	0	84	0.04%
Agriculture and Fisheries	1 614	5	686	2 305	1.21%
Architectural Services	1 902	45	31	1 978	1.04%
Audit Commission	215	2	2	219	0.11%
Auxiliary Medical Service	75	0	26	101	0.05%
Buildings	848	3	17	868	0.45%
Census and Statistics	1 516	1	18	1 535	0.80%
Civil Aid Service	93	0	33	126	0.07%
Civil Aviation	569	118	15	702	0.37%
Civil Engineering	1 407	82	73	1 562	0.82%
Civil Service Training and Development Institute	147	3	0	150	0.08%
Companies Registry	392	0	3	395	0.21%
Correctional Services	6 858	5	113	6 976	3.66%
Customs and Excise	4 933	5	90	5 028	2.64%
Department of Health	5 572	35	1 363	6 970	3.65%
Department of Justice	996	74	11	1 081	0.57%
Drainage Services	1 680	40	355	2 075	1.09%
Education	5 556	97	838	6 491	3.40%
Electrical and Mechanical Services	4 212	233	504	4 949	2.59%
Environmental Protection	1 566	15	47	1 628	0.85%
Fire Services	8 644	0	357	9 001	4.72%
Government Flying Service	220	10	11	241	0.13%
Government Laboratory	346	0	15	361	0.19%
Government Land Transport Agency	184	1	8	193	0.10%
Government Property Agency	234	6	40	280	0.15%
G.S. : Offices of the Chief Secretary for Administration and the Financial Secretary	371	5	58	434	0.23%
G.S. : Civil Service Bureau	335	2	5	342	0.18%
G.S. : Constitutional Affairs Bureau	57	0	0	57	0.03%
G.S. : Economic Services Bureau	90	0	1	91	0.05%
G.S. : Education and Manpower Bureau	103	0	0	103	0.05%
G.S. : Finance Bureau	192	0	5	197	0.10%
G.S. : Financial Services Bureau	220	1	4	225	0.12%

Department	Strength ⁽¹⁾				
	Pensionable ⁽²⁾	Agreement ⁽³⁾	Others ⁽⁴⁾	Total	Per-centage
G.S. : Health and Welfare Bureau	103	0	1	104	0.05%
G.S. : Home Affairs Bureau	207	1	5	213	0.11%
G.S. : Housing Bureau	53	0	0	53	0.03%
G.S. : Information Technology and Broadcasting Bureau	67	0	3	70	0.04%
G.S. : The Office of the Government of the Hong Kong Special Administrative Region in Beijing	20	0	0	20	0.01%
G.S. : Planning, Environment and Lands Bureau and Works Bureau	314	9	26	349	0.18%
G.S. : Security Bureau	166	0	7	173	0.09%
G.S. Trade and Industry Bureau	169	9	1	179	0.09%
G.S. : Transport Bureau	115	0	2	117	0.06%
Government Supplies	360	0	97	457	0.24%
Highways	1 857	14	100	1 971	1.03%
Home Affairs	1 740	10	131	1 881	0.99%
Hong Kong Monetary Authority (On Secondment)	75	0	0	75	0.04%
Hong Kong Observatory	305	2	28	335	0.18%
Hong Kong Police Force	31 517	1 880	1 283	34 680	18.18%
Hospital Authority (On Secondment) ⁽⁵⁾	3 557	0	2 085	5 642	2.96%
Hospital Services	47	0	0	47	0.02%
Housing	12 384	50	1 240	13 674	7.17%
Immigration	5 594	7	77	5 678	2.98%
Independent Police Complaints Council	26	0	0	26	0.01%
Industry	237	8	14	259	0.14%
Information Services	467	6	21	494	0.26%
Information Technology Services	883	0	10	893	0.47%
Inland Revenue	3 289	8	34	3 331	1.75%
Intellectual Property	149	3	0	152	0.08%
Judiciary ⁽⁶⁾	1 576	3	121	1 700	0.89%
Labour	1 780	6	51	1 837	0.96%
Land Registry	593	2	7	602	0.32%

Department	Strength ⁽¹⁾				
	Pensionable ⁽²⁾	Agreement ⁽³⁾	Others ⁽⁴⁾	Total	Per-centage
Lands	3 275	317	122	3 714	1.95%
Legal Aid	580	11	29	620	0.32%
Management Services Agency	91	0	2	93	0.05%
Marine	1 592	10	71	1 673	0.88%
Office of The Ombudsman	74	2	0	76	0.04%
Office of the Telecommunications Authority	275	0	5	280	0.15%
Official Languages Agency	207	0	2	209	0.11%
Official Receiver's Office	256	4	3	263	0.14%
Planning	768	39	17	824	0.43%
Post Office	5 893	7	23	5 923	3.10%
Printing	305	0	127	432	0.23%
Public Service Commission	34	0	1	35	0.02%
Radio Television Hong Kong	498	102	18	618	0.32%
Rating and Valuation	931	8	18	957	0.50%
Regional Services	5 701	24	4 912	10 637	5.58%
Registration and Electoral Office	148	1	3	152	0.08%
Social Welfare	4 911	5	469	5 385	2.82%
Standing Commission on Civil Service Salaries and Conditions of Service	44	0	1	45	0.02%
Standing Committee on Disciplined Services Salaries and Conditions of Service	11	0	0	11	0.01%
Student Financial Assistance Agency	196	1	4	201	0.11%
Technical Education and Industrial Training	104	0	15	119	0.06%
Television and Entertainment Licensing Authority	173	15	3	191	0.10%
Territory Development	374	4	15	393	0.21%
Trade	740	6	24	770	0.40%
Transport	1 320	3	51	1 374	0.72%
Treasury	724	4	26	754	0.40%
University Grants Committee	45	0	2	47	0.02%
Urban Services	9 087	22	6 252	15 361	8.05%
Water Supplies	4 948	11	945	5 904	3.09%

Department	Strength ⁽¹⁾				
	Pensionable ⁽²⁾	Agreement ⁽³⁾	Others ⁽⁴⁾	Total	Per-centage
Others: Operational and central Reserves	402	2	0	404	0.21%
Total for all Departments (A)	162 585	3 407	23 233	189 225	99.18%
Independent Commission Against Corruption officers	Not Available			1 296	0.68%
Judicial officers				159	0.08%
Locally engaged staff working in Hong Kong Economic and Trade Offices				108	0.06%
Total for Others (B)				1 563	0.82%
Grand Total (A) + (B)	-	-	-	190 788	100.00%

Notes:

- (1) The strength of each department includes officers on pre-retirement leave, pre-resignation leave, terminal leave, or training attachments filling temporary supernumerary posts. The creation of supernumerary posts for accommodating these officers is subject to NAMS control (for non-directorate ranks) or the delegated authority (for directorate ranks) as approved by the Finance Committee.
- (2) Include probationers on pensionable terms.
- (3) Include agreement terms and re-employed on agreement terms.
- (4) Include month-to-month terms, re-employed on month-to-month terms and day-to-day terms.
- (5) Establishment figures for HA (Secondment) is assumed to be the same as the strength figures.
- (6) Exclude judicial officers

Civil Service Bureau
March 2002

Strength of the Civil Service by Departments as at 1.4.2000

Department	Strength ⁽¹⁾				
	Pensionable ⁽²⁾	Agreement ⁽³⁾	Others ⁽⁴⁾	Total	Per-centage
Chief Executive's Office	81	3	0	84	0.04%
Agriculture, Fisheries and Conservation	1 526	4	651	2 181	1.16%
Architectural Services	1 935	92	31	2 058	1.10%
Audit Commission	209	1	2	212	0.11%
Auxiliary Medical Service	77	0	25	102	0.05%
Buildings	844	2	17	863	0.46%
Census and Statistics	1 502	2	15	1 519	0.81%
Civil Aid Service	91	1	29	121	0.06%
Civil Aviation	568	110	15	693	0.37%
Civil Engineering	1 425	48	62	1 535	0.82%
Civil Service Training and Development Institute	149	2	0	151	0.08%
Companies Registry	387	1	3	391	0.21%
Correctional Services	6 853	8	110	6 971	3.72%
Customs and Excise	4 967	25	76	5 068	2.70%
Department of Health	5 379	19	1 230	6 628	3.54%
Department of Justice	1 050	46	10	1 106	0.59%
Drainage Services	1 706	55	338	2 099	1.12%
Education	5 567	71	812	6 450	3.44%
Electrical and Mechanical Services	4 121	234	409	4 764	2.54%
Environmental Protection	1 565	4	46	1 615	0.86%
Fire Services	9 005	0	189	9 194	4.91%
Food and Environmental Hygiene	7 856	24	7 639	15 519	8.28%
Government Flying Service	220	7	11	238	0.13%
Government Laboratory	346	1	12	359	0.19%
Government Land Transport Agency	168	1	8	177	0.09%
Government Property Agency	229	8	36	273	0.15%
G.S. : Offices of the Chief Secretary for Administration and the Financial Secretary	375	4	66	445	0.24%
G.S. : Civil Service Bureau	344	2	5	351	0.19%
G.S. : Constitutional Affairs Bureau	45	2	0	47	0.03%
G.S. : Economic Services Bureau	91	0	1	92	0.05%
G.S. : Education and Manpower Bureau	102	4	0	106	0.06%
G.S. : Environment and	69	1	2	72	0.04%

Department	Strength ⁽¹⁾				
	Pensionable ⁽²⁾	Agreement ⁽³⁾	Others ⁽⁴⁾	Total	Per-centage
Food Bureau					
G.S. : Finance Bureau	192	0	5	197	0.11%
G.S. : Financial Services Bureau	177	1	4	182	0.10%
G.S. : Health and Welfare Bureau	105	3	1	109	0.06%
G.S. : Home Affairs Bureau	192	2	5	199	0.11%
G.S. : Housing Bureau	58	0	0	58	0.03%
G.S. : Information Technology and Broadcasting Bureau	77	1	3	81	0.04%
G.S.: The Office of the Government of the Hong Kong Special Administrative Region in Beijing	20	0	0	20	0.01%
G.S. : Planning and Lands Bureau & Works Bureau	297	4	14	315	0.17%
G.S. : Security Bureau	162	3	7	172	0.09%
G.S. : Trade and Industry Bureau	166	13	1	180	0.10%
G.S. : Transport Bureau	118	1	3	122	0.07%
Government Supplies	344	0	93	437	0.23%
Highways	1 913	26	91	2 030	1.08%
Home Affairs	1 767	16	114	1 897	1.01%
Hong Kong Monetary Authority (on secondment)	75	0	0	75	0.04%
Hong Kong Observatory	303	2	26	331	0.18%
Hong Kong Police Force	31 438	1 774	1 196	34 408	18.36%
Hospital Authority (On Secondment) ⁽⁵⁾	3 476	0	1 918	5 394	2.88%
Housing	12 027	68	1 198	13 293	7.09%
Immigration	5 548	8	70	5 626	3.00%
Independent Police Complaints Council	26	0	0	26	0.01%
Industry	230	5	12	247	0.13%
Information Services	467	6	19	492	0.26%
Information Technology Services	902	1	10	913	0.49%
Inland Revenue	3 284	8	33	3 325	1.77%
Intellectual Property	145	1	0	146	0.08%
Judiciary ⁽⁶⁾	1 556	9	116	1 681	0.90%
Labour	1 835	4	26	1 865	1.00%

Department	Strength ⁽¹⁾				
	Pensionable ⁽²⁾	Agreement ⁽³⁾	Others ⁽⁴⁾	Total	Per-centage
Land Registry	577	1	8	586	0.31%
Lands	3 323	278	114	3 715	1.98%
Legal Aid	574	2	24	600	0.32%
Leisure and Cultural Services	6 553	5	2 510	9 068	4.84%
Management Services Agency	79	0	2	81	0.04%
Marine	1 572	5	76	1 653	0.88%
Office of The Ombudsman	76	2	1	79	0.04%
Office of the Telecommunications Authority	274	0	5	279	0.15%
Official Languages Agency	212	0	2	214	0.11%
Official Receiver's Office	257	2	4	263	0.14%
Planning	790	23	18	831	0.44%
Post Office	5 792	6	23	5 821	3.11%
Printing	299	0	123	422	0.23%
Public Service Commission	31	0	1	32	0.02%
Radio Television Hong Kong	516	68	15	599	0.32%
Rating and Valuation	923	5	16	944	0.50%
Registration and Electoral Office	168	1	3	172	0.09%
Social Welfare	4 942	4	447	5 393	2.88%
Standing Commission on Civil Service Salaries and Conditions of Service	22	0	1	23	0.01%
Standing Committee on Disciplined Services Salaries and Conditions of Service	12	0	0	12	0.01%
Student Financial Assistance Agency	201	1	4	206	0.11%
Television and Entertainment Licensing Authority	171	6	3	180	0.10%
Territory Development	370	6	15	391	0.21%
Trade	717	4	20	741	0.40%
Transport	1 294	11	45	1 350	0.72%
Treasury	684	4	26	714	0.38%
University Grants Committee	45	0	2	47	0.03%
Water Supplies	4 863	9	892	5 764	3.08%
Others: Operational and central Reserves	379	4	0	383	0.20%

Department	Strength ⁽¹⁾				
	Pensionable ⁽²⁾	Agreement ⁽³⁾	Others ⁽⁴⁾	Total	Per-centage
Total for all Departments (A)	161 468	3 185	21 215	185 868	99.17%
Independent Commission Against Corruption officers	Not Available			1 301	0.69%
Judicial Officers				155	0.08%
Locally Engaged Staff Working in Hong Kong Economic and Trade Offices				107	0.06%
Total for Others (B)				1 563	0.83%
Grand Total: (A) + (B)	-	-	-	187 431	100.00%

Notes:

- (1) The strength of each department includes officers on pre-retirement leave, pre-resignation leave, terminal leave, or training attachments filling temporary supernumerary posts. The creation of supernumerary posts for accommodating these officers is subject to NAMS control (for non-directorate ranks) or the delegated authority (for directorate ranks) as approved by the Finance Committee.
- (2) Include probationers on pensionable terms.
- (3) Include agreement terms and re-employed on agreement terms.
- (4) Include month-to-month terms, re-employed on month-to-month terms and day-to-day terms.
- (5) Establishment figures for HA (Secondment) is assumed to be the same as the strength figures.
- (6) Exclude judicial officers.

Civil Service Bureau
March 2002

Strength of the Civil Service by Departments as at 1.4.2001

Department	Strength ⁽¹⁾					
	Pensionable ⁽²⁾	Agreement ⁽³⁾	New Probationary	Others ⁽⁴⁾	Total	Percentage
Chief Executive's Office	84	3	0	0	87	0.05%
Agriculture and Fisheries and Conservation	1 475	4	0	627	2 106	1.15%
Architectural Services	1 915	90	0	31	2 036	1.12%
Audit Commission	203	3	0	2	208	0.11%
Auxiliary Medical Service	76	0	0	24	100	0.05%
Buildings	887	0	0	15	902	0.49%
Census and Statistics	1 494	2	0	15	1 511	0.83%
Civil Aid Service	94	1	0	25	120	0.07%
Civil Aviation	558	98	12	7	675	0.37%
Civil Engineering	1 431	36	17	54	1 538	0.84%
Civil Service Training and Development Institute	150	1	0	0	151	0.08%
Companies Registry	365	1	0	3	369	0.20%
Correctional Services	6 799	11	72	106	6 988	3.83%
Customs and Excise	4 971	28	0	72	5 071	2.78%
Department of Health	5 329	10	0	1 154	6 493	3.56%
Department of Justice	1 044	31	0	9	1 084	0.59%
Drainage Services	1 695	54	7	320	2 076	1.14%
Education	5 447	29	0	744	6 220	3.41%
Electrical and Mechanical Services	4 045	231	0	340	4 616	2.53%
Environmental Protection	1 557	4	11	43	1 615	0.88%
Fire Services	8 965	1	0	304	9 270	5.08%
Food and Environmental Hygiene	7 727	14	0	7 170	14 911	8.17%
Government Flying Service	213	3	1	11	228	0.12%
Government Laboratory	340	1	0	11	352	0.19%
Government Land Transport Agency	157	1	0	7	165	0.09%
Government Property Agency	218	6	0	29	253	0.14%
G.S. : Offices of the Chief Secretary for Administration and the Financial Secretary	338	4	0	55	397	0.22%
G.S. : Civil Service Bureau	345	2	0	6	353	0.19%

Department	Strength ⁽¹⁾					Per-centage
	Pensionable ⁽²⁾	Agreement ⁽³⁾	New Probationary	Others ⁽⁴⁾	Total	
G.S. : Commerce and Industry Bureau (CIB)	184	11	0	1	196	0.11%
G.S. : Innovation and Technology Commission (within CIB)	185	0	0	8	193	0.11%
G.S. : Constitutional Affairs Bureau	45	1	0	0	46	0.03%
G.S. : Economic Services Bureau	109	2	0	1	112	0.06%
G.S. : Education and Manpower Bureau	109	3	0	0	112	0.06%
G.S. : Environmental and Food Bureau	75	1	0	2	78	0.04%
G.S. : Finance Bureau	191	0	0	5	196	0.11%
G.S. : Financial Services Bureau	175	2	0	4	181	0.10%
G.S. : Health and Welfare Bureau	106	3	0	1	110	0.06%
G.S. : Home Affairs Bureau	172	1	0	4	177	0.10%
G.S. : Housing Bureau	57	1	0	0	58	0.03%
G.S. : Information Technology and Broadcasting Bureau	78	1	0	3	82	0.04%
G.S. : The Office of the Government of the Hong Kong Special Administrative Region in Beijing	18	2	0	0	20	0.01%
G.S. : Planning and Lands Bureau and Works Bureau	251	3	0	9	263	0.14%
G.S. : Transport Bureau	116	0	0	2	118	0.06%
G.S. : Security Bureau	159	1	0	6	166	0.09%
Government Supplies	328	1	0	87	416	0.23%
Highways	1 838	28	10	66	1 942	1.06%
Home Affairs	1 747	16	1	102	1 866	1.02%
Hong Kong Monetary Authority (On Secondment)	73	0	0	0	73	0.04%
Hong Kong Observatory	309	2	0	20	331	0.18%
Hong Kong Police Force	30 944	1 624	333	1 124	34 025	18.64%

Department	Strength ⁽¹⁾					
	Pensionable ⁽²⁾	Agreement ⁽³⁾	New Probationary	Others ⁽⁴⁾	Total	Per-centage
Hospital Authority (On Secondment) ⁽⁵⁾	3 340	0	0	1 565	4 905	2.69%
Housing	11 019	67	0	857	11 943	6.54%
Immigration	5 402	15	41	64	5 522	3.03%
Independent Police Complaints Council	26	0	0	0	26	0.01%
Information Services	461	5	0	17	483	0.26%
Information Technology Services	855	1	0	8	864	0.47%
Inland Revenue	3 228	13	0	32	3 273	1.79%
Intellectual Property	132	1	0	0	133	0.07%
Invest Hong Kong	36	4	0	1	41	0.02%
Judiciary ⁽⁶⁾	1 537	10	0	108	1 655	0.91%
Labour	1 807	3	0	26	1 836	1.01%
Land Registry	554	1	0	8	563	0.31%
Lands	3 284	256	0	91	3 631	1.99%
Legal Aid	563	2	0	21	586	0.32%
Leisure and Cultural Services	6 362	4	0	2 431	8 797	4.82%
Management Services Agency	80	1	0	2	83	0.05%
Marine	1 554	4	2	65	1 625	0.89%
Office of The Ombudsman	72	3	0	1	76	0.04%
Office of the Telecommunications Authority	267	0	0	4	271	0.15%
Official Languages Agency	218	0	0	2	220	0.12%
Official Receiver's Office	249	2	0	4	255	0.14%
Planning	790	20	0	20	830	0.45%
Post Office	5 720	5	0	18	5 743	3.15%
Printing	286	1	0	112	399	0.22%
Public Service Commission	31	0	0	1	32	0.02%
Radio Television Hong Kong	527	44	0	13	584	0.32%
Rating and Valuation	910	7	4	16	937	0.51%
Registration and Electoral Office	117	1	0	3	121	0.07%
Social Welfare	4 842	6	0	422	5 270	2.89%
Standing Commission on Civil Service Salaries and Conditions of Service	21	0	0	1	22	0. 01%

Department	Strength ⁽¹⁾					Total	Per-centage
	Pensionable ⁽²⁾	Agreement ⁽³⁾	New Probationary	Others ⁽⁴⁾			
Standing Committee on Disciplined Services Salaries and Conditions of Service	13	0	0	0		13	0.01%
Student Financial Assistance Agency	225	1	0	4		230	0.13%
Television and Entertainment Licensing Authority	178	3	0	4		185	0.10%
Territory Development	362	7	0	13		382	0.21%
Trade and Industry	715	4	0	22		741	0.41%
Transport	1 267	9	8	38		1 322	0.72%
Treasury	678	6	0	25		709	0.39%
University Grants Committee	44	1	0	2		47	0.03%
Water Supplies	4 732	12	0	841		5 585	3.06%
Others: Operational and central Reserves	368	3	0	1		372	0.20%
Total for all Departments (A)	158 063	2 894	519	19 492		180 968	99.14%
Independent Commission Against Corruption officers	Not Available					1 308	0.71%
Judicial officers						157	0.08%
Locally Engaged Staff working in Hong Kong Economic and Trade Offices						101	0.06%
Total for Others (B)						1 566	0.09%
Grand Total (A) + (B)	-	-	-	-		182 534	100.0%

Notes:

- (1) The strength of each department includes officers on pre-retirement leave, pre-resignation leave, terminal leave, or training attachments filling temporary supernumerary posts. The creation of supernumerary posts for accommodating these officers is subject to NAMS control (for non-directorate ranks) or the delegated authority (for directorate ranks) as approved by the Finance Committee.
- (2) Include probationers on pensionable terms.
- (3) Include agreement terms and re-employed on agreement terms.
- (4) Include month-to-month terms, re-employed on month-to-month terms and day-to-day terms.

- (5) Establishment figures for HA (Secondment) is assumed to be the same as the strength figures.
- (6) Exclude judicial officers

Civil Service Bureau
March 2002

Strength of the Civil Service by Salary Group and Terms of Appointment as at 1.4.1997

Salary Group	Terms of Appointment			
	Pensionable ⁽¹⁾	Agreement ⁽²⁾	Others ⁽³⁾	Total
Directorate Pay Scale or equivalent	1 131	127	3	1 261
Master Pay Scale (MPS) 45 – 49 or equivalent	2 697	342	5	3 044
MPS 34 – 44 or equivalent	12 556	858	92	13 506
MPS 26 – 33 or equivalent	22 242	307	253	22 802
MPS 1 – 25 or equivalent	116 160	1 907	24 710	142 777
Training Pay Scale	681	1	413	1 095
Total for all Departments (A)	155 467	3 542	25 476	184 485
Independent Commission Against Corruption officers	Not Available			1 219
Judicial officers				154
Locally engaged staff working in Hong Kong Economic and Trade Offices and other staff				107
Total for Others (B)				1 480
Grand Total (A) + (B)	-	-	-	185 965

Notes:

- (1) Include probationers on pensionable terms.
- (2) Include agreement terms and re-employed on agreement terms.
- (3) Include month-to-month terms, re-employed on month-to-month terms and day-to-day terms.

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March 2002

Strength of the Civil Service by Salary Group and Terms of Appointment as at 1.4.1998

Salary Group	Terms of Appointment			Total
	Pensionable ⁽¹⁾	Agreement ⁽²⁾	Other Terms ⁽³⁾	
Directorate Pay Scale or equivalent	1 059	119	3	1 181
Master Pay Scale (MPS) 45 – 49 or equivalent	2 751	327	6	3 084
MPS 34 – 44 or equivalent	12 976	773	101	13 850
MPS 26 – 33 or equivalent	22 977	353	269	23 599
MPS 1 – 25 or equivalent	117 188	2 036	24 139	143 363
Training Pay Scale	662	1	322	985
Total for all Departments (A)	157 613	3 609	24 840	186 062
Independent Commission Against Corruption officers	Not Available			1 258
Judicial officers				151
Locally engaged staff working in Hong Kong Economic and Trade Offices				101
Total for Others (B)				1 510
Grand Total (A) + (B)	-	-	-	187 572

Notes:

- (1) Include probationers on pensionable terms.
- (2) Include agreement terms and re-employed on agreement terms.

- (3) Include month-to-month terms, re-employed on month-to-month terms and day-to-day terms.

Civil Service Bureau
March 2002

Annex C3

Strength of the Civil Service by Salary Group and Terms of Appointment as at 1.4.1999

Salary Group	Terms of Appointment			
	Pensionable ⁽¹⁾	Agreement ⁽²⁾	Other Terms ⁽³⁾	Total
Directorate Pay Scale or equivalent	1 146	79	4	1 229
Master Pay Scale (MPS) 45 – 49 or equivalent	3 034	223	5	3 262
MPS 34 – 44 or equivalent	13 883	654	75	14 612
MPS 26 – 33 or equivalent	23 682	312	166	24 160
MPS 1 – 25 or equivalent	120 270	2 139	22 686	145 095
Training Pay Scale	570	0	297	867
Total for all Departments (A)	162 585	3 407	23 233	189 225

Independent Commission Against Corruption officers	Not Available	1 296
Judicial officers		159
Locally engaged staff working in Hong Kong Economic and Trade Offices		108
Total for Others (B)		1 563

Grand Total (A) + (B)	-	-	-	190 788
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Notes:

- (1) Include probationers on pensionable terms.
- (2) Include agreement terms and re-employed on agreement terms.

- (3) Include month-to-month terms, re-employed on month-to-month terms and day-to-day terms.

Civil Service Bureau
March 2002

Annex C4

Strength of the Civil Service by Salary Group and Terms of Appointment as at 1.4.2000

Salary Group	Terms of Appointment			
	Pensionable ⁽¹⁾	Agreement ⁽²⁾	Other Terms ⁽³⁾	Total
Directorate Pay Scale or equivalent	1 198	71	3	1 272
Master Pay Scale (MPS) 45 – 49 or equivalent	3 142	175	7	3 324
MPS 34 – 44 or equivalent	13 996	675	58	14 729
MPS 26 – 33 or equivalent	23 658	264	121	24 043
MPS 1 – 25 or equivalent	119 122	2 000	20 834	141 956
Training Pay Scale	352	0	192	544
Total for all Departments (A)	161 468	3 185	21 215	185 868
Independent Commission Against Corruption officers	Not Available			1 301
Judicial officers				155
Locally engaged staff working in Hong Kong Economic and Trade Offices				107
Total for Others (B)				1 563
Grand Total (A) + (B)	-	-	-	187 431

Notes:

- (1) Include probationers on pensionable terms.
- (2) Include agreement terms and re-employed on agreement terms.

- (3) Include month-to-month terms, re-employed on month-to-month terms and day-to-day terms.

Civil Service Bureau
March 2002

Annex C5

**Strength of the Civil Service by Salary Group and Terms of Appointment as at
1.4.2001**

Salary Group	Terms of Appointment				Total
	Pensionable ⁽¹⁾	Agreement ⁽²⁾	New Probationary	Other Terms ⁽³⁾	
Directorate Pay Scale or equivalent	1 188	76	0	3	1 267
Master Pay Scale (MPS) 45 – 49 or equivalent	3 216	153	0	6	3 375
MPS 34 – 44 or equivalent	13 901	635	23	81	14 640
MPS 26 – 33 or equivalent	22 764	205	27	119	23 115
MPS 0 – 25 or equivalent	116 811	1 825	457	19 165	138 258
Training Pay Scale	183	0	12	118	313
Total for all Departments (A)	158 063	2 894	519	19 492	180 968
Independent Commission Against Corruption officers	Not Available				1 308
Judicial officers					157
Locally engaged staff working in Hong Kong Economic and Trade Offices					101
Total for Others (B)					1 566
Grand Total (A) + (B)	-	-	-	-	182 534

Notes:

- (1) Include probationers on pensionable terms.
- (2) Include agreement terms and re-employed on agreement terms.

(3) Include month-to-month terms, re-employed on month-to-month terms and day-to-day terms.

Civil Service Bureau
March 2002

Civil Service Emoluments

Financial Year	Civil Service Emoluments (\$billion)
1997/1998	40.11
1998/1999	44.09
1999/2000	46.49
2000/2001	50.50
2001/2002	52.18

Notes:

Civil Service emoluments are at current market prices. They cover salaries and allowances of civil servants working in Government departments, bureaux and offices which are funded under the General Revenue Account. They exclude salaries and allowances of civil servants seconded to subvented organizations, Trading Funds and the Housing Authority.

Civil Service emoluments of each department are listed under subheads 001, 002 and 007 of individual Heads of Expenditure in the Estimates.

Civil Service Bureau
March 2002

Number of Non-Civil Service Contract (NCSC) Staff

Bureau/Department/Office	As at 31 Dec 1999		As at 31 Dec 2000		As at 31 Dec 2001	
	No. of Staff	% against the Total	No. of Staff	% against the Total	No. of Staff	% against the Total
Agriculture, Fisheries and Conservation Department	28	0.60%	70	0.77%	212	1.54%
Auxiliary Medical Service	0	0.00%	0	0.00%	1	0.01%
Architectural Services Department	26	0.55%	30	0.33%	27	0.20%
Audit Commission	0	0.00%	2	0.02%	6	0.04%
Buildings Department	34	0.72%	127	1.40%	346	2.52%
Customs and Excise Department	86	1.83%	56	0.62%	52	0.38%
Census and Statistics Department	226	4.81%	688	7.61%	203	1.48%
Chief Executive's Office	2	0.04%	2	0.02%	2	0.01%
Civil Aviation Department	21	0.45%	17	0.19%	20	0.15%
Civil Engineering Department	32	0.68%	41	0.45%	122	0.89%
Civil Service Bureau	3	0.06%	1	0.01%	1	0.01%
Civil Service Training and Development Institute	3	0.06%	55	0.61%	93	0.68%
Commerce and Industry Bureau	0	0.00%	3	0.03%	2	0.01%
Companies Registry	19	0.40%	22	0.24%	58	0.42%
Constitutional Affairs Bureau	0	0.00%	0	0.00%	2	0.01%
Correctional Services Department	42	0.89%	42	0.46%	48	0.35%
Office of the CS and FS	1	0.02%	4	0.04%	106	0.77%
Department of Justice	84	1.79%	72	0.80%	99	0.72%
Department of Health	237	5.05%	342	3.78%	657	4.78%
Drainage Services Department	12	0.26%	76	0.84%	174	1.27%
Education Department	119	2.53%	595	6.58%	959	6.97%
Education and Manpower Bureau	46	0.98%	65	0.72%	76	0.55%
Electrical and Mechanical Services Department	83	1.77%	194	2.14%	651	4.73%
Environmental Protection Department	162	3.45%	134	1.48%	163	1.19%
Economic Services Bureau	0	0.00%	3	0.03%	10	0.07%
Finance Bureau	0	0.00%	1	0.01%	1	0.01%
Food and Environmental Hygiene Department	323	6.88%	325	3.59%	421	3.06%
Financial Services Bureau	15	0.32%	1	0.01%	4	0.03%
Fire Services Department	7	0.15%	42	0.46%	77	0.56%
Government Flying Service	6	0.13%	5	0.06%	7	0.05%
Government Laboratory	3	0.06%	43	0.48%	50	0.36%

Bureau/Department/Office	As at 31 Dec 1999		As at 31 Dec 2000		As at 31 Dec 2001	
	No. of Staff	% against the Total	No. of Staff	% against the Total	No. of Staff	% against the Total
Government Land Transport Agency	2	0.04%	5	0.06%	6	0.04%
Government Property Agency	2	0.04%	6	0.07%	5	0.04%
Government Supplies Department	56	1.19%	56	0.62%	28	0.20%
Home Affairs Bureau	5	0.11%	6	0.07%	25	0.18%
Home Affairs Department	13	0.28%	175	1.93%	918	6.68%
Housing Bureau	2	0.04%	1	0.01%	2	0.01%
Hong Kong Observatory	3	0.06%	2	0.02%	14	0.10%
Hong Kong Police Force	39	0.83%	84	0.93%	257	1.87%
Health and Welfare Bureau	0	0.00%	2	0.02%	5	0.04%
Highways Department	27	0.58%	57	0.63%	147	1.07%
Immigration Department	79	1.68%	93	1.03%	236	1.72%
Invest Hong Kong	0	0.00%	0	0.00%	22	0.16%
Intellectual Property Department	23	0.49%	48	0.53%	42	0.31%
Inland Revenue Department	132	2.81%	90	1.00%	101	0.73%
Information Services Department	0	0.00%	18	0.20%	15	0.11%
Information Technology & Broadcasting Bureau	0	0.00%	0	0.00%	1	0.01%
Innovation and Technology Commission	0	0.00%	15	0.17%	25	0.18%
Information Technology Services Department	46	0.98%	49	0.54%	60	0.44%
Judiciary	102	2.17%	101	1.12%	194	1.41%
Labour Department	57	1.21%	45	0.50%	106	0.77%
Legal Aid Department	7	0.15%	9	0.10%	24	0.17%
Lands Department	7	0.15%	23	0.25%	94	0.68%
Leisure and Cultural Services Department	735	15.65%	2086	23.06%	2896	21.06%
Land Registry	32	0.68%	34	0.38%	48	0.35%
Marine Department	42	0.89%	33	0.36%	43	0.31%
Management Services Agency	11	0.23%	12	0.13%	16	0.12%
Office of The Telecommunications Authority	16	0.34%	38	0.42%	76	0.55%
Official Languages Agency	6	0.13%	2	0.02%	9	0.07%
Official Receiver's Office	7	0.15%	30	0.33%	35	0.25%
Planning Department	12	0.26%	9	0.10%	22	0.16%
Post Office	863	18.38%	1523	16.84%	1616	11.75%
Printing Department	1	0.02%	2	0.02%	19	0.14%
Rating and Valuation Department	5	0.11%	28	0.31%	49	0.36%
Registration and Electoral Office	328	6.99%	164	1.81%	19	0.14%
Radio Television Hong Kong	48	1.02%	168	1.86%	215	1.56%

Bureau/Department/Office	As at 31 Dec 1999		As at 31 Dec 2000		As at 31 Dec 2001	
	No. of Staff	% against the Total	No. of Staff	% against the Total	No. of Staff	% against the Total
Security Bureau	3	0.06%	23	0.25%	26	0.19%
Student Financial Assistance Agency	60	1.28%	132	1.46%	158	1.15%
Social Welfare Department	194	4.13%	619	6.84%	945	6.87%
Transport Department	14	0.30%	23	0.25%	123	0.89%
Television and Entertainment Licensing Authority	3	0.06%	7	0.08%	35	0.25%
Territory Development Department	0	0.00%	0	0.00%	3	0.02%
Trade and Industry Department	10	0.21%	5	0.06%	49	0.36%
Treasury	22	0.47%	39	0.43%	23	0.17%
University Grants Committee Secretariat	9	0.19%	8	0.09%	8	0.06%
Works Bureau	0	0.00%	0	0.00%	6	0.04%
Water Supplies Department	52	1.11%	117	1.29%	334	2.43%
Office of The Ombudsman	0	0.00%	0	0.00%	0	0.00%
Total :	4695	100.00%	9045	100.00%	13750	100.00%

Notes :

Number of staff employed reflects the position as at the survey date.

Civil Service Bureau
March 2002

Annex F

Salary Range of Non-Civil Service Contract (NCSC) Staff

<i>Monthly Salary</i>	<i>31 Dec 1999</i>
Below \$15,160	3 981
\$15,160 – \$46,485	682
\$46,486 or above	32
Total	4 695

<i>Monthly Salary</i>	<i>31 Dec 2000</i>	<i>31 Dec 2001</i>
	<i>Full-time</i>	<i>Full-time</i>
Below \$16,000	5 117	9 162
\$16,000 – \$49,999	1 485	1 984
\$50,000 or above	33	98
Total	6 635	11 244

Notes:

Most of the part-time NCSC staff are remunerated on hourly rates. Their salaries hence vary with the hourly rates and the number of working hours in a particular month.

Annex G

**Salaries and Gratuities Payment to Non-Civil Service Contract (NCSC) Staff
between 1999 and 2001**

Bureau/Department/Office	<u>Expenditure</u> <u>on Salaries</u> <u>and</u> <u>Gratuities</u> <u>from</u> Jan to Dec 1999 (\$'000)	Expenditure on Salaries and Gratuities from <u>Jan to Dec</u> <u>2000</u> (\$'000)	Expenditure on Salaries and Gratuities from <u>Jan to Dec</u> <u>2001</u> (\$'000)
Agriculture, Fisheries and Conservation Department	790	9,419	15,497
Auxiliary Medical Service	0	0	58
Architectural Services Department	1,168	7,330	9,058
Audit Commission	0	971	2,042
Buildings Department	77	13,110	43,980
Customs and Excise Department	5,144	7,282	6,165
Census and Statistics Department	16,830	32,290	217,044
Chief Executive's Office	61	237	329
Civil Aviation Department	1,077	2,440	2,752
Civil Engineering Department	1,801	8,211	15,004
Civil Service Bureau	318	1,151	1,210
Civil Service Training and Development Institute	5,811	6,973	8,764
Commerce and Industry Bureau	0	17	348
Companies Registry	3,131	1,697	3,799
Constitutional Affairs Bureau	0	0	21
Correctional Services Department	7,388	6,064	6,715
Office of the CS and FS	235	473	8,995
Department of Justice	13,383	17,304	17,179
Department of Health	4,300	39,200	63,600
Drainage Services Department	775	5,516	18,091
Education Department	17,764	33,607	92,684
Education and Manpower Bureau	10,845	15,992	16,333

Bureau/Department/Office	<u>Expenditure</u> <u>on Salaries</u> <u>and</u> <u>Gratuities</u> <u>from</u> Jan to Dec 1999 (\$'000)	Expenditure on Salaries and Gratuities from <u>Jan to Dec</u> <u>2000</u> (\$'000)	Expenditure on Salaries and Gratuities from <u>Jan to Dec</u> <u>2001</u> (\$'000)
Electrical and Mechanical Services Department	2,300	22,300	59,000
Environmental Protection Department	8,929	16,098	15,779
Economic Services Bureau	0	502	1,592
Finance Bureau	0	160	0 ³
Food and Environmental Hygiene Department	119,649 ¹	34,989	42,104
Financial Services Bureau	2,580	436	911
Fire Services Department	1,063	2,850	13,870
Government Flying Service	641	1,787	2,176
Government Laboratory	282	4,386	9,679
Government Land Transport Agency	322	433	762
Government Property Agency	31	425	812
Government Supplies Department	3,419	3,044	3,072
Home Affairs Bureau	702	1,575	3,760
Home Affairs Department	18,079	19,154	34,496
Housing Bureau	232	177	202
Hong Kong Observatory	58	200	361
Hong Kong Police Force	6,384	10,283	27,296
Health and Welfare Bureau	424	548	1,775
Highways Department	2,574	6,650	14,972
Immigration Department	6,473	8,498	17,776
Invest Hong Kong	0	0	9,780
Intellectual Property Department	2,718	5,107	8,475
Inland Revenue Department	4,726	9,645	8,305
Information Services Department	0	1,275	2,842
Information Technology & Broadcasting Bureau	0	0	328
Innovation and Technology Commission	740	3,290	6,648
Information Technology Services Department	4,051	7,647	8,594
Judiciary	6,900	12,300	17,400

Bureau/Department/Office	<u>Expenditure</u> <u>on Salaries</u> <u>and</u> <u>Gratuities</u> <u>from</u> Jan to Dec 1999 (\$'000)	Expenditure on Salaries and Gratuities from <u>Jan to Dec</u> <u>2000</u> (\$'000)	Expenditure on Salaries and Gratuities from <u>Jan to Dec</u> <u>2001</u> (\$'000)
Labour Department	7,542	5,056	10,360
Legal Aid Department	227	971	3,151
Lands Department	1,115	2,608	12,188
Leisure and Cultural Services Department	0 ²	243,962	369,455
Land Registry	3,696	4,022	5,512
Marine Department	2,352	5,754	5,258
Management Services Agency	2,086	1,798	2,317
Office of The Telecommunications Authority	7,588	15,420	21,963
Official Languages Agency	1,275	910	1,572
Official Receiver's Office	1,572	2,891	3,540
Planning Department	987	2,475	4,177
Post Office	143,860	112,947	142,528
Printing Department	31	296	2,287
Rating and Valuation Department	5,111	5,010	7,762
Registration and Electoral Office	19,950	36,419	4,890
Radio Television Hong Kong	8,039	22,634	46,700
Security Bureau	220	847	2,248
Student Financial Assistance Agency	5,752	6,854	14,711
Social Welfare Department	20,382	28,914	65,100
Transport Department	763	2,288	6,499
Television and Entertainment Licensing Authority	269	226	2,243
Territory Development Department	0	0	201
Trade and Industry Department	245	1,006	3,523
Treasury	308	1,563	3,870
University Grants Committee Secretariat	1,499	1,603	2,215
Works Bureau	0	0	269
Water Supplies Department	3,525	18,920	31,983

Bureau/Department/Office	<u>Expenditure</u> <u>on Salaries</u> <u>and</u> <u>Gratuities</u> <u>from</u> Jan to Dec 1999 (\$'000)	Expenditure on Salaries and Gratuities from <u>Jan to Dec</u> <u>2000</u> (\$'000)	Expenditure on Salaries and Gratuities from <u>Jan to Dec</u> <u>2001</u> (\$'000)
Office of The Ombudsman	12,900	11,243	4,885 ⁴
Total :	535,469	919,680	1,643,842

Notes :

1. The figure represents the remuneration paid to NCSC staff employed by the former Urban Services Department. The former Urban Services Department and Regional Services Department were re-organised into the Food and Environmental Hygiene Department and the Leisure and Cultural Services Department on 1 January 2000.
2. Records of former Regional Services Department are not available.
3. The NCSC staff reported for duty in mid-Dec 2001 and no salary was paid before Dec 2001.
4. Office of The Ombudsman was delinked from the Government since April 2001. The expenses reflect the amount incurred from Jan to Mar 2001.

Civil Service Bureau
 March 2002